

› The Job
Ahead





One year
spent looking
10 years
ahead.



Start

Preparing
to Shape
the Future

Context

A Changing
Workplace

The Plan

Charting
a Path to
Leadership

**Intelligent
Growth**

Managing
Unprecedented
Demand

Paying Back

An Expanded
Role for
Partners



An artist's rendering of the future student fitness facility to be added atop 200 King St. E. at the St. James Campus is one of many examples of how the college will expand to improve the student experience over the next decade.



Anne Sado
President



Michael Eubanks
Chair
Board of Governors

Anticipating

A MESSAGE FROM THE PRESIDENT AND THE CHAIR OF THE BOARD OF GOVERNORS

If there's one phrase that defines the past year, it's "doing our homework" preparing for what's to come at George Brown College for our students, their employers and the economic health of the city in which they live and work. In true academic fashion, we have spent the past year hitting the books studying how the workplace will change over the course of the next decade. As a result, we have laid the groundwork to ensure that our programs and the full student experience at George Brown College are ready for these changes so that we can continue to produce successful graduates.

We are reminded daily that our students are the focus of everything we do. Our mandate is to serve them; to meet their needs and to help them find a path to success. We are confident that, as a result of the work that is now behind us, we are in a strong position to continue to meet that goal for years to come.

The plans we have put in place over the past year are our response to clear needs, ensuring that we give students the right tools, environments and opportunities to make their time at George Brown College much more than simply a means to an end. As we move toward 2020, we do so with a constant awareness that our role as a post-secondary institution is critical not only to the employers and students we serve, but to the city and its many communities.

2010-11 was the year we finished our homework. Now it's time to begin the job ahead — to make George Brown College the post-secondary institute that truly understands employment. That is our commitment to our students, to Toronto's employers and to our city.

We have an opportunity to shape our collective future, rather than letting it shape us.



change.

- › in students
- › in the workplace
- › in Toronto's economy



Start: Preparing to Shape the Future

65% of the children in pre-school today will work in jobs that don't currently exist.

Jim Carroll, Trends and Innovation Expert



Anticipating change in our economy, in the workplace and in our students has been a core focus at George Brown College over the course of the past 12 months. Leadership and staff have spent the year focused on the decade ahead, forecasting and planning for the socioeconomic changes that will shape the college's approach to preparing students to be the graduates of choice for employers in Toronto and beyond.

This work has been fuelled by an unprecedented amount of research examining the challenges, needs, perspectives and perception gaps that exist among students and their future employers. As the bridge that connects them, it is critical that the college understands the current and future trends that will continue to shape an evolving workplace.

The research findings have helped to identify a new series of objectives and priorities aimed at identifying the best methods of developing graduates who are well-prepared to meet and

exceed the needs of employers through 2020. For this to happen, new and more flexible learning approaches and curricula must be offered; new ways of engaging industry and community identified; and new ways of strategically managing our exploding growth carefully considered.

Employers expect graduates to begin their careers armed with much more than technical ability. They expect strong communicators and team players with a commitment to customer-service excellence. More broadly, these attributes will form the skills base Toronto's economy requires to remain competitive through the next decade.



GRADUATE PROFILE

Alejandro Holguin – Hospitality, Tourism and Leisure Class of 2009

Alejandro emerged from the Hospitality, Tourism and Leisure program at George Brown College with clearly defined goals and well-developed abilities, but his professional development didn't end there. He also pursued the college's Hotel Management Program. Combined, these diplomas gave him the leadership, interpersonal and technical skills he needs to run all facets of a hospitality business and led to a post-graduation role as the restaurant manager at the Holiday Inn in Guelph, Ontario.



58%

of GTA employers who plan to hire a post-secondary graduate this year plan to hire a college graduate, compared with 42% who intend to hire a university graduate

*Northstar Research Partners,
Employer Tracking Research, 2011*

As the college moves toward 2020, it will need creative approaches to achieve its goals and renewed emphasis on the objectives that will keep it at the forefront of post-secondary education, namely:

- Preparing diverse learners for job success
- Investing in the creation and stewardship of high-performing partnerships
- Being an enabler of the innovation economy
- Building a sustainable financial and resource model
- Leveraging state-of-the-art-technology
- Building a high-performing organization

Achieving these goals will require deeper levels of cooperation and increased investment from the private sector. As the direct beneficiaries of successful college graduates, it will be incumbent upon Toronto's employers to meaningfully engage with George Brown College, supporting program development and currency, field education, student scholarship, and expansion.

Fundamentally, it will take significant public and private sector collaboration to continue to equip students with the skills and resources they need to excel in their careers of choice, and thereby provide employers and the greater economy with the capable, future-ready work force it demands.



Context: A Changing Workplace

Since 2002, the Canadian manufacturing sector's contribution to GDP has fallen more than 25% while the financial, wholesale and social service sectors have risen dramatically. Major sectors, such as health care, are moving toward more collaborative delivery models while new technologies continue to change the operations of centuries-old industries.

Through this transformation, many Ontarians find themselves unemployed, underemployed or simply lacking the skills required to fill the thousands of in-demand jobs across the province. The knowledge economy is in full effect, but not enough of our workforce has transitioned to this new reality.

Increasingly, post-secondary students require flexible options for post-secondary education and a variety of learning experiences to attain or upgrade their employability skills. While classrooms, labs and simulated work environments remain at the heart of this process, student life outside the classroom plays a significant role, and real-world field

experiences are becoming an increasingly crucial requirement for effective workplace preparation. Also, while online educational delivery is not new, it will become a much more significant learning option by 2020.

Beyond the base of skills training, employers are looking for graduates from programs that foster productive, solution-based capabilities that go beyond the theoretical. A changing student demographic has resulted in increased reliance on career transition and lifelong learning to maintain economic prosperity. George Brown College contributed to this prosperity in 2010-11 by graduating its highest number of newly skilled students yet.

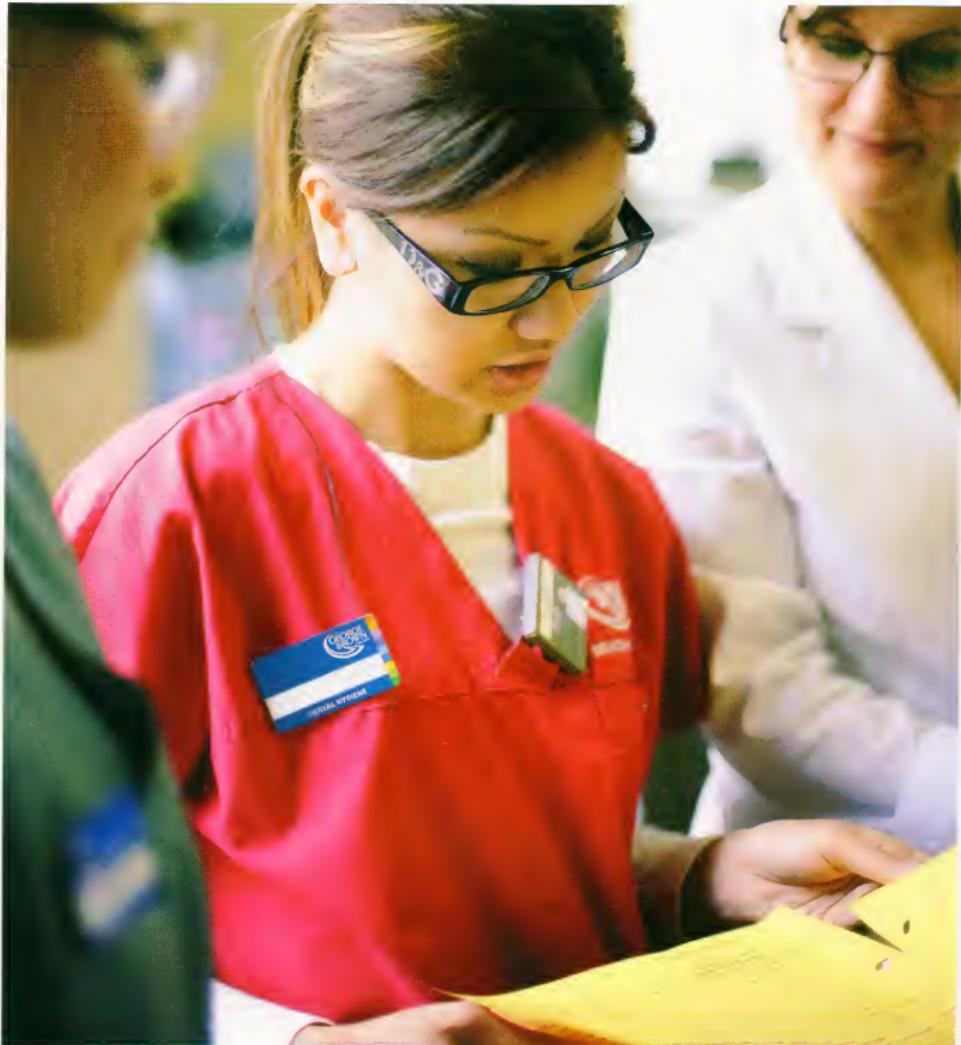
Between 2006 and 2015, service producing industries will grow 12% and generate

1.6 million jobs

Statistics Canada, "Ten-Year Outlook for the Canadian Labour Market (2006-2015)" 2007

THE NEW EMPLOYMENT REALITY

Twenty-first century jobs require constant learning to maintain high levels of productivity. Upgrading of technical skills continues to be a strong motivator to send mature learners back to school, but these mature learners require more flexible educational options than those who come to us from high school. George Brown College is making flexible learning options a top priority over the next decade to ensure that those who want or need to upgrade their skills can do so in a manner that meets their lifestyle and personal circumstance. That means more opportunities for distance learning, online delivery, streamlining of programs and a sustained emphasis on continuing education programs.



More than 35% of the current workforce falls between the ages of 50 and 65.

TD Economics, "The Changing Canadian Workplace," 2010

Less than half of Generation Y is employed in the careers they want.

Leger Marketing, Toronto Next, 2009

ECONOMIC ADVANCEMENT AND POST-SECONDARY ACCESS

By 2015, the GTA's population will stand at 6.7 million and by 2031 46% will be new Canadians.ⁱ Despite this growth, Ontario will face a labour shortage of 364,000 skilled workers by 2025ⁱⁱ for jobs in business, dental hygiene, nursing, health technologies, construction management, engineering, green technologies and a multitude of yet-to-be-established professions.

In 2010-11 George Brown College continued to create new space to accommodate the demand for these growing industries, including the development of a new campus on the city's waterfront focused on an inter-professional approach to health-sciences and the planning of a digital media incubator in new space at 333 King Street East. This comes on the heels of its 2009 completion of a \$20 million expansion of the Centre for Hospitality and Culinary Arts.

MMIGRATION AND WORKFORCE GROWTH

The success of the city hinges on the success of its newcomers. More than 100,000 immigrants arrive in Ontario each year, and 78% of them choose to settle in the GTA. Within a few short years, these new Canadians will make up 100% of the city's labour force growth. Nearly half of these newcomers are in their prime working years of 25 to 44, but a series of hurdles including language barriers, shortage of income and a lack of foreign-credential recognition prevents them from filling the knowledge gap.ⁱⁱⁱ

George Brown College is on a course to address this gap, developing new methods of certification and instruction to help newcomers integrate into the workforce quickly, and increasing the capacity of its ESL programs by 30% by expanding the program to a larger location at 333 King Street East.

26%

of immigrants still report language difficulties in English or French four years after their arrival in Canada

TD Economics, "Report on the Literacy of Immigrants in Canada"



ⁱ Statistics Canada, "Projections of the Diversity of the Canadian population," March 2010

ⁱⁱ Conference Board of Canada, "Ontario's Looming Labour Shortages Challenge," 2007

ⁱⁱⁱ TD Economics' Report on the Literacy of Immigrants in Canada

Canada ranks first in post-secondary educational attainment, yet it places 13th among 17 OECD countries in innovation

Conference Board of Canada,
"How Canada Performs: A Report Card on Canada"

THE INNOVATION IMPERATIVE

Though it boasts the largest workforce in the country, Toronto lags behind other OECD metropolitan areas when it comes to innovation. Innovation will be the key driver of the city's economic performance over the course of the next decade. Industries looking to be internationally competitive will need our graduates to help them identify new ways of solving problems, implementing new technologies and increasing efficiencies to enhance competitiveness. They will need workers who can think creatively, work collaboratively and apply problem-solving skills to underlying problems. It's a proficiency commonly known as "innovation literacy."

Applied Research at George Brown College brings together emerging Toronto businesses, industry professionals and aspiring students to find new ways to build better products and get them to market faster. This year's projects are already bringing tremendous benefit to local businesses and the city, including emergency response systems in hospitals and the creation of new options for small-scale wind energy — two innovative concepts developed by GTA entrepreneurs, and brought to market with the assistance of George Brown College students and faculty.



X2

Employers were twice as likely to single out George Brown College graduates for their soft skills than any other college in the GTA.

Northstar Research Partners,
Employer Tracking Research, 2011

2010-11 A YEAR OF RESEARCH & REFLECTION

Being the bridge between students and employers means fully understanding what matters most to each, and identifying solutions to fill any gaps. In 2010-11, George Brown College commissioned a series of primary research studies to examine the needs, challenges and perspectives of these distinct groups. The research revealed a number of opportunities to bring these groups together by finding educational solutions that connect them.

GTA employers gave George Brown College graduates the highest rating among all five GTA colleges and across the skill sets they value most.

Northstar Research Partners, Employer Tracking Research, 2011



GTA employers listed customer service, productivity and teamwork as the three skills they deem most important in recent graduates.

Northstar Research Partners, Employer Tracking Research, 2011

VALUABLE ENGAGEMENT OPPORTUNITIES FOR EMPLOYERS

GTA employers can connect with George Brown College in several meaningful ways.

Program Action Committees

Employers interested in helping the college maintain the currency of its curriculum can join our Program Advisory Committees (PACs). Comprised of faculty, students, employers and administrators, these committees provide a 360-degree perspective on curriculum development, and allow industry partners to help set students on the path to meeting their needs.

Field Placements

There's no better way for an employer to show students the realities of their workplace than through field education. These invaluable partnerships between George Brown College and hundreds of industry partners throughout the GTA and beyond not only provide students with the real-world skills they need to be successful, they also offer employers the opportunity to fill employment gaps and gain access to the next generation of talented professionals.

GBC Careers

This year marked the first full year of operation for the George Brown College job board, www.gbcareers.georgebrown.ca. Through this online portal, employers can connect with students and graduates from a cross-section of faculties, schools and industries and learn more about them and explore opportunities for summer, part-time and full-time employment. The site also brings faculty into the equation to serve as mentors and liaisons for students looking to make connections with employers.



“George Brown is a great fit with Tridel because they’re willing to listen to and work with the industry. We also find that George Brown students are very well rounded in terms of education. The training they have received is very true to life. And they come with great enthusiasm.”

David LeFevre, Chief Estimator, Tridel

“Nurses in Family Practice have used their basic nursing knowledge and gained ‘on the job’ experience in order to become experts in areas such as chronic disease management, patient education, prenatal and pediatric care, geriatrics, and counseling. I congratulate George Brown College for providing this program and hope it will inspire the introduction of similar nursing programs across Canada.”

Ann Alsaffar, President, CFPNA (Canadian Family Practice Nurses Association)

well ahead

10tation Event Catering
18 Karat
3D Mould & MFG
3rd Design
52 Pick-Up Inc
A: Lifetime Contractor Limited
Abbotsford Group
ACCES
ACE Canada
ADTO
AES Canada
AGENDUM Inc
Agilent
Air Miles
ALCOA
Alpha Omega Dental
Anthony R. Hopkins & Associates
Aramark Healthcare
Arthritic Dental Ceramics
Ashoka Canada

BRCD Day
Bruce Mau Design
Burlington Fire Chief
Cadillac Fairview
Caldwell Jeffrey
Caiphalon Culinary Center, A Newell Rubbermaid Company
CAMH
Campbell Soup
Canada Health Infoway
Canadian DeafBlind Association
Canadian Gemmological Association
Compass Group Canada
Competitors
Concept Tooling & Manufacturing
Coppercreek Golf Club
COSTI ,Cottrell Education Centre
Courtyard Group
Courtyard Health Consulting Group

City of Vaughan
Clare Randall-Smith & Associates
Clear Fit
CMHC
CN Tower
Cohn Construction
College of Dentists of Ontario
COMHC
Common Ground Co-operative
Communitys Inc.
Compass Group Canada
Competitors
Concept Tooling & Manufacturing
Coppercreek Golf Club
COSTI ,Cottrell Education Centre
Courtyard Group
Courtyard Health Consulting Group

Durham EMSCBRNE
Educator-alumni
Electronic Arts Sports Canada
EM City of Brampton
EM Markham Fire
EM of U of A
Enbridge Gas
Emergency Management Ontario
Emergency Preparedness & Security, Ontario Region
EM-Toronto Hydro/WSB/EMO
Evangel Hall
Exco
Fairside Homes and Renovations Limited
Family Health Team
Federal Express Canada Ltd
FTC
Fitness Center, City of Toronto
Fitness Institute

Hospital for Sick Children
HRG North America Events & Meeting Management
HSBC Bank of Canada
IATA - International Air Transport Association
Identica
Imago Restaurants Inc
Industry Brand Agency
Infinite Media
Information Management Infusion
Institute of Child Study/DESE/UT
Instituto Italiano di Cultura Toronto
Interactive Ontario
Intercontinental Toronto Yorkville
International Financial Data Services (Canada) Ltd.
Invetron

Maple Community Center
Maple Leaf Foods
Maple Leaf Sports & Entertainment
Marble Media
Martinea International Inc.
Mattamy Homes
MCSS - Social Policy Development Division
MedgaC International Inc.
Methodware
Metro Toronto Convention Centre
Mildred's Temple Kitchen
Military
Military Fire Service
Ministry of Health - Health Data Branch
Ministry of Health Long Term Care
Ministry of Municipal Affairs and Housing

Ontario Shores Center for Mental Health Sciences
Ontario Tourism Marketing Partnership Corp
Orange EMS
Oshawa Senior Centre Day Program
Other Ocean Interactive
OTMP
Outdoor Broadcast Network Over Interactive
OVER&Durham Police SAR
Oxygen Design & Communications
Oyster Bay
Park Hyatt Hotel
PCL Construction
Personal Best Health and Performance Inc
PFK Consulting
Phantom Compass
Phonak

Platinum Unlimited
PNR Railworks Inc
Porter Airlines
Price Roman
Prime Restaurants
Private Practice
Pro-Built by Michael Upshall
Prosin Molds
Prosthodontic Associates
Provincial Ontario Interpreting Services
Provincial Schools Branch
Pyton Design, Inc
Queens Landing
Rakmil Tools and Machines Ltd.
Rawlicious Restaurant
RBC
RCMP/Conference Board
RCMP/Relief/SIS
Realspace Management
Research in Motion

Reconnect Mental Health Services
Reds
Reid Roberts & Associates
Reitmans Canada Ltd.
Reliable Corporation
Research in Motion
Residential Council of Central Ontario
Revay & Associates
Rockwell Automation Canada
Rogers
Rose Reisman Catering
Ross Clark Contractors
Rotary Cheshire Apartments-RCA
Rouge Valley (Centenary)
Rouge Valley Health Centre
Royal Group Technologies Ltd
Royal Ontario Museum
Sali Tabacchi

Salvation Army Homestead Residential Addiction Services for Women
Savoir Hors D'oeuvres Inc
Scotabank
Scott Duncan and Associates
SDI Marketing
Serenity Valley Studios Inc
Shapre Blackmore EURO RSCG
ShiSha Co.
Shelly Purdy Studio
Sheraton Centre Toronto
Sherrbourne Health Centre
Shikunari Lacroix Design
Sick Kids Foundation
Siemens
Silent Voice
Simple Bistro
SiR Corp
SITE
Six Nations Fire

Smart IP Inc
Social Planning Toronto
Soineil Mosun Ltd.
South Fletcher
Southlake Hospital
Spark Innovations
Spinaker Resorts
Sprint Day Program
St Michael's Hospital
St. Josephs Health Centre
Starfish Oyster Bed & Grill
Starz Animation
Sunnybrook & Women's Health Sciences Centre
Sunnybrook Health Sciences Centre CIVICU
Supernormal
Sutton Place Hotel
Suzanne Crudder Jewellery
Tarragon Theatre
Tat's Design
TD Bank Financial Group
TD Waterhouse Financial Planning
TDCNet
TechCare Systems
Technical Standards & Safety Authority
Telus
Temple & Temple TNT Tours
Tennis Canada
TESS
The Dominion of Canada General Insurance Company
The Fairmont Royal York
The Granite Club
The Martini Club
The Platinum Club Maple Leafs Sports & Entertainment
The Spoke Agency
The Toronto Fashion Incubator
The Toronto Hunt Club
The Waterside Inn
The Wellington
The Westin Harbour Castle
The Wing Sion Group of Companies
Thornhill Fitness Centre
Tic Tac Toe Design
Tony Curtis & Associates
Tooletech Machining
Torch / Mosa
Torgan Inc.
Toron Capital Markets Inc
Toronto Construction Association (TCA)
Toronto District School Board
Toronto East General Hospital Withdrawal Management Centre
Toronto Economic Development Office
Toronto EMS Planning
Toronto Fire - HUSAR
Toronto Flight Kitchen
Toronto Food Business Incubator
Toronto General Hospital
Toronto Marriott Bloor Yorkville
Toronto Marriott Downtown Eaton Centre
Toronto Port Authority
Toronto Region Ontario Interpreting Services & Sign Language Services
Toronto Rehab Hospital

Toronto Sun
Toronto Transit Commission (TTC)
Toronto Western Hospital
Tourism Toronto
Treadwell Restaurant
Tridel
Trifit
Trillium Health Centre
Triumph International Canada
Turks and Caicos Islands
Tutti Matti Ristorante Toscano
Ubisoft Montreal
Umbria
Underline Studio
Unilever Foodsolutions Canada
Uniflot
University Health Network
University of Guelph
University of Ontario Institute of Technology, UOIT
University of Toronto Early Learning Centre
Upshift Marketing Group
US Northcom
Valleyview Nursing Home
Varibots Carlton Construction Ltd.
Variety Village
VeriQuest
Veritas Restaurant
Versa-Care Centre
Via Allegro Ristorante
Victoria Village Manor
Village of Tansley Woods
Vincor Canada
Vision
Viva Dolan
VoX International
VOXtrm
VPA
W. Ross Macdonald School for the Blind
Watts Restaurants
Welly Couture
West Park Healthcare Centre
White Oaks Resort & Spa
Willow Cakes & Pastries
Winners Merchants International
WWGTotaline
Xerox Canada
XIBOSS
York University
Zero Footprint
Zucca Ristorante

vised

George Brown College has deep relationships with more than 800 partners involved in its Program Advisory Committees (PACs). Partners range from banks and insurance companies to hospitals, clinics, restaurants and construction management firms. They help shape the curriculum, direction and methodology of college programs to ensure students gain the most current skills and knowledge.



The Plan: Charting a Path to Leadership



GRADUATE PROFILE

Monica Melanson –
Pre-Community Services
Class of 2006

After taking a tour as part of the Pre-Community program at George Brown College, Monica was struck by the environment at the Parkdale Activity Recreation Centre (PARC), a non-profit organization that supports diverse groups of people. She then enrolled in the Social Services Worker program, which soon led to a full-time job as a Community Mental Health Outreach Worker at PARC.



lead

In 2010-11 George Brown College completed a planning process that will ensure the college remains a leader in understanding employment and effectively preparing students throughout the next decade. This commitment was renewed this year in the college's mission, vision and values statement, called "The Path to Leadership"



Inspired by a commitment to achievement through excellence in teaching, applied learning and innovation:

- We will set the benchmark to which all colleges will aspire, and be recognized as a key resource in shaping the future of Toronto as a leading global city
- We will build a seamless bridge between learners and employment as we develop dynamic programs and workplace-ready graduates who will be the candidates of choice for employers
- We will create a community of life-long learners, grounded in the principles of access, diversity, mutual respect and accountability



Vision 2020

Much of the past year has been spent preparing a forecast and developing a plan for the next decade. Vision 2020 is a response to the transformation of the GTA's economy that's already underway and a preparation for changes yet to come. It is the product of considerable primary and secondary research studying the depth and breadth of these changes and how they affect private and public sector leaders, departmental managers, students and the next cohort of prospective graduates.

The resulting plan focuses on the customized needs of an increasingly diverse student body. George Brown College will do everything in

power to mitigate potential obstacles; cost, location, language and age so that students can receive quality education whenever and however they choose, regardless of their personal socioeconomic situation. It is a goal that recognizes that today's students lead increasingly complex lives and need new options to ensure they receive the training to find meaningful employment.

Vision 2020 will create new methods of learning delivery to be more flexible and use up-to-date technology. It will provide all students an opportunity to experience field learning that can provide real-world scenarios and allow them to develop the skills they need to get the jobs they want. It will implement educational approaches

that encourage innovative thinking, establish new pathways to enable students to move between programs and institutions and change the way programs are delivered so that faculty, administration and support staff are constantly refreshing their methodology and expertise to ensure they meet the evolving needs of employers.

The result will be an annual cohort of graduates that is flexible and adaptive to an ever-evolving workplace. These individuals will be lifelong learners with a desire to continually improve themselves, and refine their balance of technical and soft skills.

Six Commitments Form Vision 2020:



Preparing Diverse Learners for Job Success

A commitment to ensure all graduates, regardless of their status, are socially and technically attuned to the needs of the workplace and prepared to succeed there. These graduates will understand the importance of continually updating their skills through ongoing training and education so that they can make a unique contribution to the industries in which they work.

Investing in the Creation and Stewardship of High-Value and High-Performing Partnerships

An aim to establish and maintain industry partnerships that are strategically aligned to college programs; exist within the parameters of a definitive governing framework; and, ensure a mutually beneficial outcome for student and employer alike.

Enabling the Innovation Economy

An imperative to create course curricula, programming, experiential learning opportunities and applied research projects that enable students to solve real industry problems with practical solutions more efficiently and effectively.

Building a Sustainable Financial Resource Model

A commitment to establish revenue streams that will come from the public and private sectors, and to bolster our capacity to raise funds so that the college will have the resources necessary to fund expansion to meet increasing capacity needs, and continue to improve the student environment.

Leveraging State-of-the-Art Technology

A promise to offer the most advanced technologies available to enhance innovation in teaching, learning, applied research, programming and service delivery. The college aims to be recognized as a leader in the knowledge economy and to create a campus environment that drives innovation and creativity.

Building a High-Performing Organization

An intent to balance the alignment and engagement of our staff and to be a flexible organization that responds to new opportunities with appropriate risk analysis; one that attracts high-performing, valued employees who breed excellence in the execution of their diverse roles.

ACADEMIC EXCELLENCE

At the heart of the college is its commitment to academic excellence. It will continue to lead George Brown College's core approaches to education, regardless of program. The difference at George Brown is that this mandate is not the sole responsibility of academic centres that directly deliver curriculum, but a responsibility of all staff. It's a charted course of definitive learning objectives and benchmarks that have already evolved the college from a centre of learning to a community of educational trailblazers.

As this program of academic excellence takes root over the course of the next decade, it will profoundly change the way education is administered at George Brown College. Learning models will alter the role of professor from that of sage to one of knowledge curator someone who helps students gather, organize and analyze information to their own advantage.

Field Education will be a more prominent component of the college experience regardless of program. In fact, the number of field placements at the college increased 10% in the past year alone, and new international field placements have been coordinated in China, India, Jamaica and Cuba. Diverse learning delivery methods are also being explored, including compressed courses that allow programs to be completed within shorter timeframes and through digital resources.

New methods of identifying areas of weakness such as oral communication are being put into practice early on in students' academic careers so that they can take advantage of newly introduced English courses. Programs have been established through the Office of Community Partnerships to help prospective students facing social and financial adversity gain a new lease on life through a post-secondary education they had previously thought was inaccessible.

21% of GTA residents considering post-secondary education plan to attend George Brown College — the highest rate among all GTA colleges.

64% of programs have a field education component as of 2011

Our 2020 Goal

100%



Field Education

Field learning opportunities are set to become even richer and more abundant in the coming years with the ambitious aim of achieving field learning opportunity across 100% of programs by 2020. These placements will ensure students are exposed to the realities of the workforce so that they can make direct connections between what they learn in class and what is expected of them after graduation. By 2020 George Brown College will be recognized for providing students with rich experiences in a full range of learning environments. While classrooms and labs will remain the heart of the college experience, additional investment will be made to ensure students get the full benefit from the social and extracurricular opportunities across our campuses, the real-world experience that comes from working on field placements and the flexibility that comes from learning online.

RETURN ON INNOVATION APPLIED RESEARCH

Students are offered applied research opportunities through a cross-college approach established four years ago that fosters strategic and innovative thinking by finding creative, collaborative solutions to real-world problems faced by employers. These special projects benefit students and entrepreneurs alike by connecting industries with the resources they need across our academic divisions to help them close the loop in commercializing their concepts. Students receive invaluable opportunities to experience real-world collaboration and innovation in the true spirit of entrepreneurialism. These projects are a powerful demonstration of the George Brown College commitment to Toronto's economic and employment vitality.

"While invention is the act of building something new, innovation is the process of creating social or economic value from something that already exists."

Robert Luke, Assistant Vice President of Research and Innovation, George Brown College

Putting Wind in the Sales of Green Syndications

GTA-based Green Syndications couldn't quite perfect the design of its vertical-axis wind turbine, a compact source of green energy created to power individual homes and small commercial buildings. Students of the George Brown College School of Construction and Engineering helped the company refine its design so that it could be sold to green energy consumers. Since then, Green Syndication has received orders from as close by as downtown Toronto to as far away as the Philippines. The original prototype still operates atop the Casa Loma campus.

"The social and environmental impact of the vertical axis wind turbine is that most of this is going to be produced in Ontario, which stimulates the economy. It's going to create jobs, it's going to create opportunity "

*Edward Wong, George Brown College
student researcher for Green Syndications*

impact

THREE DEVELOPMENT OBJECTIVES

Three core areas of focus have been identified for special attention and expansion to ensure George Brown College graduates have the opportunities they need to make a real impact in their future workplace and on the Toronto workforce.

Innovation in Teaching & Learning Delivery

- Programs will have multiple delivery methods including:
Online delivery
Learning on demand
Compressed delivery
Connected learning spaces
- Inspires innovation; transforms student expectations

The past 12 months have seen numerous gains made – from the launch of seven new online courses for math, hospitality and business programs to the creation of a digital space and resource for collaboration between students and teachers to the investigation of mobile communications platforms such as smart phones and tablets as an alternative form of learning delivery.

Best-in-Class Partnerships

- Each industry partnership will be strategic, mutually beneficial and multi-faceted
- Partnerships will be formed with a broad spectrum of high-performing organizations

Over the past year, the committee leading the charge on this initiative has made significant gains defining a best-in-class partnership and the standards to which these partnerships should be held.

Field Education

- 100% of programs will have a field placement component
- Minimum standards to be embedded into each program
- Direct contact between students and clients
- Domestic & international options

In 2010-11 a series of pilot projects were launched to test different methods of broadening field education to include international placements, opportunities for field education in design and technology programs, interdisciplinary field placements, and extended field placements for hospitality students.



OUR FACULTY: EXPERTS IN EDUCATION AND EMPLOYMENT

Faculty at George Brown College are a key resource in achieving the George Brown College mandate to understand all aspects of modern-day employment. Though they spend their days teaching students about their professional passions, they maintain active engagement with the industries they support. From taking on ambitious professional projects throughout the year to participating in industry associations, George Brown College instructors keep a finger on the pulse of their industry. These instructors provide students with perspective and currency. They keep them abreast of industry changes and support the development of the skills graduates must acquire to succeed.



Betty-Jean Reid & Corene Kennedy

What happens when you bring together one of Canada's top intervenors for the deaf-blind and a veteran American Sign Language (ASL) interpreter? An ambitious new project that benefits students and the broader community. Earlier this year, Corene & Betty-Jean used their participation in their respective industries to develop a partnership with the Art Gallery of Ontario. Beginning in spring 2011 students from the ASL English Interpreter program at George Brown College have provided interpretation of the Gallery's tours to those who are deaf or hard of hearing. The project – following on the heels of a similar initiative introduced at the Royal Ontario Museum in 2010 – benefits not only the gallery and community, but will also be an invaluable real-world learning experience for the participating students.



J m Kinney

Computer Graphics students at George Brown College rave about Jim Kinney's approach to teaching. Far removed from the traditional lecture style, Jim uses a series of online social-media tools to engage students on a lateral level, and allow them to learn and work collaboratively to solve problems, develop new ideas and become innovation literate.



Christine Walker

Before teaching students at George Brown College the art of gastronomy, Christine tantalized palates as a chef in top-rated restaurants from the U.K. to Australia to New Zealand. Living by the adage of "waste not, want not," Christine currently studies methods of assisting foodservices industry partners how to turn their leftover fruits into preserves and make the most of their produce. Her efforts have inspired students to join in her quest to find new ways of making the most of Ontario's agriculture.



Intelligent Growth: Managing Unprecedented Demand

In the past seven years, applications to George Brown College have increased 50% while enrolment has surged 70% to surpass physical capacity, resulting in the creation of waitlists for many high-demand programs. To accommodate growing numbers of students, the college has increased its physical size through the acquisition of new spaces in the city. But expansion cannot come at the expense of academic excellence or the student experience. The college must grow responsibly in order to maintain and improve upon the standards that have led it to where it is in 2011.

60%
of George Brown College students do not enrol directly from high school

*George Brown College
Institutional Research Office,
"2009 Fact Book Highlights Report"*



43%
of George Brown College students were born outside of Canada

*George Brown College
Institutional Research Office,
"2009 Fact Book Highlights Report"*

29%
of George Brown College students come to us following a university experience

*Key Performance Indicators,
Colleges Ontario, 2010*



The Changing George Brown College Student

George Brown College is a microcosm of Toronto in many ways, but most obviously in its diversity. A smaller proportion of students are coming to the college in a straight line from high school. They come from all walks of life, all parts of the world and will enter the college in their twenties, thirties, forties and beyond. Many will do so more than once.

Some of these students are experienced employees who want or need to reinvent their careers. Some are new Canadians who have arrived in Canada to discover their professional credentials are not recognized and must find an accessible path to the many in-demand professions in Ontario. Others are university graduates who seek the practical, experiential learning employers are increasingly demanding. Still, others are learners with special needs who hold great hope that a college education is a means to a more meaningful, productive life.

Deepening the Student Experience

At George Brown College, students are positively engaged with the college from the moment they express interest in attending. They are provided with guidance and orientation to help them transition smoothly into college life. They are given tools for success through one-on-one counselling, a lively, social and encouraging environment in which to learn and grow and extracurricular opportunities to expand the college experience during their years of study. Co-curricular activities that support the development of critical soft skills will be expanded, evaluated and documented, differentiating George Brown College graduates even further. And, once they've graduated, they are encouraged to return to the college and participate in activities, volunteerism or philanthropy.

This student engagement outside the classroom adds considerable value to the post-secondary experience. In fact, research shows it contributes

substantially to the skills development of the students and makes them more inclined to continue their relationship with George Brown College well after they have graduated. The end result will be a growing George Brown College graduate community that works cohesively to continually raise the bar of quality education and student life at the college.

Goals of the enhanced focus on student experience include:

- Attract and select learners with potential to succeed
- Identify individual needs to optimize customer service leadership
- Define, set and measure student experience performance against standards
- Build support systems that facilitate student persistence and engagement
- Earn a reputation as the college that understands employment in the GTA.

Paying Back: An Expanded Role for Partners



Graeme Page
President
George Brown
College Foundation



Doug Turnbull
Chair
George Brown
College Foundation

LETTER FROM THE FOUNDATION

In 2010-11, George Brown College began a tremendous undertaking. The College set out a new vision to lead us to our goal of being the post-secondary institute that understands employment better than any other. To this end, much work will need to be done that goes far beyond the learning we provide. Bricks and mortar will need to be laid to create new student spaces. Scholarship funds will be needed to attract students to fill those spaces. With industry partnerships, George Brown College plans to address the anticipated gaping holes in the labour market for jobs that are critical to the social well-being of our city. These students will go on to become the dental hygienists, nurses, welders, carpenters, engineers and game developers of tomorrow.

Each of us benefits from the success of George Brown College in an indirect manner, but employers in the GTA benefit directly. They are the beneficiaries of graduates that are prepared to tackle the challenges of their respective industries; who will find new efficiencies; who will make their businesses more innovative and who will change the very essence of their operations.

With employers in mind, the George Brown College Foundation continues pursuing its \$250 million vision to support expansion of the College. The next 12 months will see the final touches put on a new waterfront campus that will not only accommodate 3,500 health-sciences students, but will provide them with more than 300,000 square feet of the most modern, technologically advanced and environmentally sustainable studying space in the province. This new facility will allow us to free space and redevelop our Casa Loma and St. James campuses to expand the construction and engineering programs, which in turn will help these sectors mitigate current labour shortages.

These developments are complemented by two new spaces recently acquired by George Brown College along King Street East that will allow us to broaden a number of programs including ESL, our gaming design program and to host one of the city's first digital media incubators.

Almost \$150 million has been secured in public funding, and we have an outstanding request to the provincial and federal governments to help close the gap. That, together with \$60 million the Foundation is committed to raising from the private sector, will bring to fruition projects that will have a lasting impact on all aspects of life in the GTA. These initiatives present a historic opportunity for donors in the GTA to leave a lasting legacy on the city. Through their support and generosity, graduates from all walks of life can make a difference to our city, to its communities and to the prosperity of our economy.



INVESTING IN THE FUTURE WORKFORCE

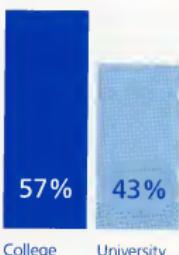
By 2025, Ontario will have a labour shortage of 364,000 skilled workers in critical industries — jobs that will require a post-secondary education; yet, only 62% of the current population have earned a diploma or degree. To meet the labour and socioeconomic demands of the future, more student spaces will be needed. This will place greater pressure on the resources available to Ontario's colleges, which are provided the lowest level of public funding per student among Canada's provinces.

While enrolment at Ontario colleges has increased almost 30% in the past 15 years, public funding in the 2010-11 academic year remained at comparable levels to 1996-97 creating a significant gap between the resources colleges need and what is publicly provided.^{iv}

Supporting Expansion

To meet growing enrolment demand, George Brown College has embarked on a \$250 million expansion vision, which includes a \$60 million contribution from the private sector to support a series of projects that will open up thousands of spaces for students.

2010 Post-secondary enrolment

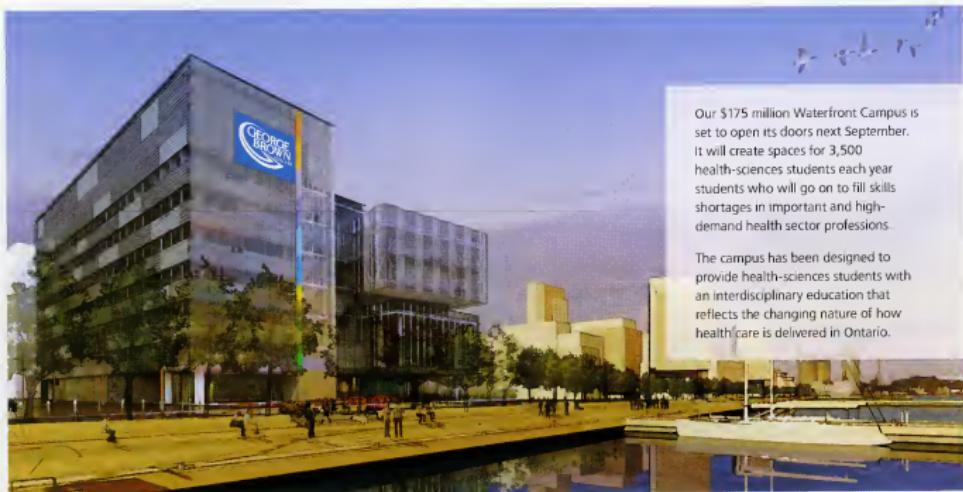


In 2010, 57% of post-secondary students were enrolled in colleges compared with 43% enrolled in universities
[Yet universities receive 33% more public funding than colleges.](#)

Colleges Ontario, 2011 Environmental Scan

Ontario's post-secondary institutions receive \$7,000 in operating grants per full-time student — the lowest in the country and less than half that of Manitoba.

Colleges Ontario, 2011 Environmental Scan



Our \$175 million Waterfront Campus is set to open its doors next September. It will create spaces for 3,500 health-sciences students each year students who will go on to fill skills shortages in important and high-demand health sector professions.

The campus has been designed to provide health-sciences students with an interdisciplinary education that reflects the changing nature of how health care is delivered in Ontario.

The George Brown College Foundation

As George Brown College grows, it will need new sources of revenue and new methods of directing that revenue where it's needed most. To this end, the George Brown College Foundation serves as an arms-length organization that strengthens the college's ability to offer new and innovative programs, while supporting student success through scholarships and bursaries.

Its mission is to raise funds for George Brown College that will:

- Enable the College to achieve its goal that no student is denied a George Brown College education because of financial burden.
- Advance the College's commitment to excellence in teaching, applied learning and innovation.
- Enable George Brown College's programs, facilities and services to be best-in-class.
- Enable George Brown to be a key resource in shaping the future of Toronto.
- Help George Brown produce graduates who are the candidates of choice for employers.
- Support George Brown's commitment to access, diversity and mutual respect.

The Campaign for George Brown

While almost \$150 million in public funding has been secured and a request for additional public support is currently outstanding, a substantial amount must still be raised to complete the expansion, including an additional \$60 million from the private sector. The George Brown College Foundation solicits private sector organizations and individual donors to support these expansion projects and to ensure future students have a learning environment that inspires innovation and achievement.

In 2010, our two main campuses and 12 satellite locations served 24,000 full-time students and 48,000 continuing education learners, including 2,000 international students through 150 full-time and 1,600 Continuing Education courses.

Contributing to the Social and Economic Fabric of Toronto

George Brown College isn't just a place to learn, it's an integral part of the communities we serve. Whether it's the development of new amenities and eco-friendly buildings in the East Bayfront or providing avenues for post-secondary education attainment to disadvantaged youth in Regent Park, the students, faculty, and support staff of George Brown College go far beyond the frontiers of our campus to make a meaningful contribution to the GTA. Over the past six years, the Community Partnerships Office has helped to redefine Toronto's communities. Through strategic, collaborative initiatives and multi-sectorial partnerships with more than 80 agencies, it has served almost 4,000 non-traditional students, helping them achieve educational success. It has initiated 72 projects that have led to improved community health and sustainable employment. It's all part of our collective sense of responsibility to society and the city we have called home for more than 40 years.

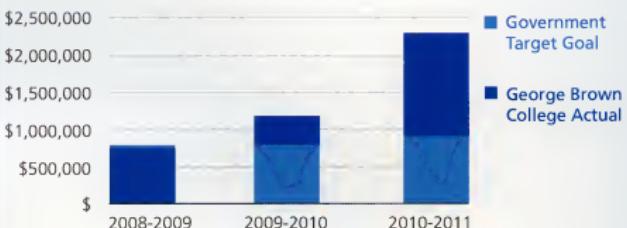
Leadership in Student Support

The Ontario Trust for Student Support (OTSS) matches the donations of private and industry donors to provide students with limited financial means access to a post-secondary education that will change their futures.

Endowment funds support the more than 50% of George Brown College students who need financial support to access post-secondary studies. In 2010-11 applications for bursaries rose by almost 52% and the average bursary rose to \$595, which covers just a portion of tuition – clearly more is needed.

The George Brown College Foundation has made a commitment to double the \$18 million it currently holds in endowments so that more adults in the GTA can access a post-secondary education that is a prerequisite for meaningful employment today.

OTSS Fundraising Progress



In 2010-11, contributions from private donors, industry partners and public funding amounted to \$3.7 million in student endowments — the highest among Ontario colleges.

WAYS FOR DONORS TO ENGAGE

George Brown College offers a wide variety of opportunities for private and corporate donors to engage with the college. Whether you're making a one-time donation, creating an endowment or leaving behind a legacy through an estate, your contribution to George Brown College will provide a new generation of students with the opportunity to realize a more meaningful career and to make a difference to their sectors and society as a whole.

Donors can visit www.georgebrown.ca/donate to make a contribution.

Those interested in creating a long-lasting legacy can do so through a variety of channels by naming a classroom, lab, or even a building. You can even create an endowment, which is invested in perpetuity and used to fund education through its investment income. These gifts can be named in honour of living or lost loved ones to create a memorial and legacy for them. Other options for donations include estate planning and investment vehicles, which can offer significant tax advantages.

For more information, contact fdn@georgebrown.ca.



In 1998, Vince Thomson made an initial personal gift of \$10,000 to George Brown College in the name of Jean Baptist De La Salle. Today the De La Salle Scholarship exceeds \$1 million, providing financial assistance to students in the schools of Community Services and Health Sciences. Thomson never thought his initial gift would make such a significant long-term impact.



Academic Centres and Schools

CENTRE FOR CONTINUOUS LEARNING

School of Continuing Education
Corporate Training
Distance Education
School of Emergency Management
Yorkville School of Makeup & Esthetics

CENTRE FOR INTERNATIONAL AND IMMIGRANT EDUCATION

School of English As A Second Language
International and Immigrant Education

CENTRE FOR PREPARATORY AND LIBERAL STUDIES

School of Liberal Arts & Sciences
School of Work & College Preparation

CENTRE FOR ARTS AND DESIGN

School of Design
School of Fashion Studies
School of Performing Arts

CENTRE FOR COMMUNITY SERVICES AND EARLY CHILDHOOD

School of Early Childhood
School of Deaf & Deafblind Studies
School of Social & Community Services

CENTRE FOR HEALTH SCIENCES

School of Dental Health
School of Health And Wellness
School of Health Services Management
School of Nursing

CENTRE FOR HOSPITALITY AND CULINARY ARTS

Chef School
School of Hospitality And Tourism Management

CENTRE FOR CONSTRUCTION & ENGINEERING TECHNOLOGIES

School of Architectural Studies
School of Computer Technology
School of Construction Management & Trades
School of Mechanical Engineering Technologies

CENTRE FOR BUSINESS

School of Business
School of Financial Services

Numbers at a Glance

PROGRAMS OFFERED

Programs	148
Diploma	65
Post-Graduate Certificates	30
Certificate/Apprenticeship Programs	47
Bachelor Degrees	6
Continuing Education Programs	1600

STUDENTS

Student Body	62,957
Full-Time Equivalent	23,936
International	2,350
Apprentice	671
Continuing Education Registrants (Including 12,000 Distance Learners)	36,000

STAFF**

F Full-Time	1,241
F Faculty	514
S Support Staff	544
A Administrative Staff	183
F Part-Time	2,285
F Faculty	858
S Support Staff	814
A Administrative Staff	13
C Continuing Education	600

* Sources: Applied & Institutional Research, George Brown College; Survey of Full College

Activity (Unweighted FTE's), 2011 OCAS Application Services Inc.

** As of April 1, 2011



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College Board of Governors 2010-11

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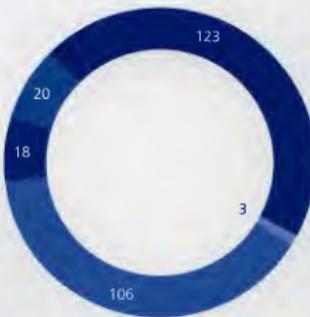
Graeme Page

President & CEO
George Brown College Foundation

Financial Report

Operating Revenue by Source, 2010-11 \$270 Million

Ontario Government	123
Federal Government	3
Student Fees	106
Ancillary	18
Other	20
Total	270



Operating Expenditures , 2010-11 \$252 Million

Salaries and Benefits	159
Supplies and Other Expenses	63
Plant, Property and Capital	22
Scholarships and Bursaries	8
Total	252

